

The Permanent Commission on the Status of Women

2001 Annual
Report to the
Governor and
the General
Assembly

The Commission shall conduct an ongoing study of all matters concerning women and in furtherance of that responsibility shall: (a) inform leaders of business, education, and state and local governments and the communications media of the nature and scope of the problem of sex discrimination, with a view to enlisting their support in working toward improvement; (b) serve as a liaison between government and private interest groups concerned with services for women; (c) promote consideration of qualified women for all levels of government positions; (d) oversee coordination and assess programs and practices in all state agencies as they affect women. The Commission shall annually, by February fifteenth, report to the Governor and the General Assembly the results of its findings of the preceding year with its recommendations for the removal of such injustices as it may find to exist.
Excerpt from Section 46a, Chapter 812 of the Connecticut General Statutes.

With admiration and affection,
we dedicate this Annual Report
to the memory of
Glenda Boyd
1949 - 2001

When we remember Glenda Boyd, the first thing that comes to mind is her smile. Her eyes sparkled and you just knew that the smile that could captivate an entire room came from her heart. And then it was her laugh. Oh, she had the best laugh!

You could depend on Glenda to cheerfully agree to do whatever was asked of her. When she was asked to be the Co-Chair of the Congressional District Advisory Council for the 3rd Congressional District, she didn't hesitate to accept. When we asked her to appear in videotape, her only question was where should she be and when. And she smiled that engaging smile.

Glenda worked at the Permanent Commission on the Status of Women on the Women in the Nontraditional Occupations program in the early 1980s and continued to be a strong advocate for women in the trades while working at the Connecticut Department of Labor. In 1995, the PCSW presented her with its Advocate of the Year Award; this award has been re-named the "Glenda Boyd Advocate of the Year Award" to honor her work.

Glenda was Apprenticeship Coordinator for the state Department of Labor where she had been working since 1983.

Glenda was a steadfast champion for women in the trades and nontraditional occupations and inspired many women to follow their dreams of succeeding in high-skill, high-wage careers. She was our co-worker, our colleague, and our mentor. But above all, she was our friend. And we miss her.



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This Annual Report was published by Barbara Potopowitz and Sarah Grabill with information and data provided by the entire PCSW staff.

report of the chair and executive director

message from the chair

In early September, at PCSW's first meeting after the summer hiatus, I reported on the annual convention of the National Association of Commissions for Women in Washington, DC, which took place in July. The most moving presentation at that conference was by Nazarene Gross, an Afghan refugee who spoke urgently about the conditions women faced under the Taliban, the ruling militia in her native land.

Under the previous government, she told us, women had been well-represented in all segments of society. They had been teachers, doctors, lawyers, and government workers, as well as mothers, daughters, wives, and sisters, contributing their skills and talents to a bustling economy. All of that changed, though, when the Taliban seized control and instituted a system of gender apartheid that stripped women and girls of their most basic human rights.

As the lights dimmed, images of burqa-shrouded figures flickered across the screen. Afghan women walked in silence behind their escorts, prohibited from leaving their homes unaccompanied by male relatives and banned entirely from workplaces and schools. In secretly taped conversations, they spoke with palpable anguish of oppressive Taliban edicts. The voice-over translator told terrible stories: of a woman who defied Taliban orders by running a home school for girls, killed as her family and friends looked on in horror; of an elderly woman, beaten with a metal cable until her leg was broken because her ankle was visible beneath her burqa; of many others, dying of curable diseases because male doctors were not permitted to treat them. Murmurs of shock and outrage spread through the audience at each new atrocity.

When the lights came up, Ms. Gross waited patiently for us to quiet. Then, without speaking, she turned to retrieve a folded piece of blue cloth from the chair behind her. She unfolded it carefully and slipped it over her head, adjusting it so that she could see from behind the heavy mesh that masked a small opening for her eyes. As she stepped from the stage to move among us, we began to understand the isolation and despair of her Afghan sisters. The silence in the beautiful Mayflower Hotel ballroom was deafening.

On September 6th, I told Ms. Gross' story to PCSW Commissioners, inviting a conversation about whether a state commission on women properly had a role to play in calling our leaders' attention to the oppression of women in this tiny Middle Eastern nation. We agreed to take up the discussion at our October meeting.

Five days later, though, the world changed. Terrorists with links to Afghanistan's Taliban regime flew hijacked commercial jets into buildings in New York and Washington, D.C.; heroic passengers brought a fourth plane down in a field in rural Pennsylvania to prevent even more bloodshed in the nation's capitol.

In the aftermath of those terrible attacks, addressing gender apartheid in Afghanistan became part of a much larger national agenda directed at ousting the Taliban and dismantling the terrorist network that spawned the horrors of September 11th. Discussion of PCSW's proper role in calling attention to conditions in Afghanistan was set aside, mooted by the military campaign.

As of this date, there is reason for hope among Afghan women: Taliban forces are no longer in power and women are gradually resuming their places in business, education, and government. Yet as we at PCSW struggle to come to terms with post-September 11th reality, the lessons of Afghanistan linger: how fragile the hard-won rights of Afghan women were in the face of powerful opposition; how quickly women who had been important contributors to the economic and political life of their culture were stripped of all freedoms; how surely economic ruin followed decisions to deny girls education and exclude women from the workplace; and, especially, how easy it was for the larger world to look away during the four long years of Taliban oppression that preceded the September 11th attacks.

What *can* Connecticut women learn from the experience of Afghan women? The lessons are simple: that all progress toward equality is fragile; that safeguarding rights requires vigilance; that outsiders may not step in to assist us; that we have to protect ourselves.

True, most Connecticut citizens, men and women alike, embrace full political, social, and economic equality for women. However, a small but vocal minority does not. Its members will persist in their direct and indirect efforts to limit our freedoms and deny us equality in wages, healthcare, education, political participation, and other aspects of our civil life together as Americans. If we don't pay attention, they may succeed.

Like most Americans, we trust in our democratic processes to prevent those who oppose equality from seizing power. However, we cannot become complacent. The hard-won rights that we, as women, now take for granted are far from secure; they can evaporate in a single legislative vote or a single Supreme Court appointment.

As we heal as a nation and work to make the world a safer place for us all, we must hold that lesson close in our hearts.

Cindy R. Slane, Esq.
Chair

executive director message

At the end of a year that was shattered by unspeakable terrorism and fear, each of us questions our own place – our role or responsibility – in such a changed world. At a state-level commission on the status of women, just as in every government office and place of business, we ask ourselves to think again about the essential purpose of our work: Where do we fit? Are we doing the right things, the *best* things we can to make this a less violent, more just community?

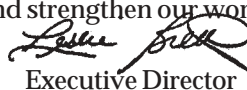
At the Permanent Commission on the Status of Women, we have a clear mission: to improve the status of women in Connecticut through leadership and advocacy on a state level. We cannot change the world, but we can change the lives of some of the women and girls in it. And by doing so, we can add more women's voices, more women's ideas, talents and skills to the process of repairing and strengthening our world.

In 2001, we continued our work on pay equity and economic security, access to health care, women's entrepreneurship, access to employment in the skilled trades, and the representation of women on boards, commissions and in elected office. We focused our attention on the low wages paid to childcare workers and others in the caregiving professions. We helped to obtain Medicaid coverage for uninsured women with breast or cervical cancer. We joined with wonderful partner organizations to build a project called "Reflecting Connecticut," an effort to increase the participation of women and all people of color on state and local boards and commissions. We held the 12th Annual Women in the Trades and Nontraditional Occupations Conference and graduated 19 women from our "Pre-Apprenticeship Training" program. We met with women and men in our Congressional District Advisory Committees across the state to share and hear ideas and concerns. All of these activities and many others are described in this 2001 Annual Report.

As we think about this year, we are struck by contrasts: many people feel they have lost a cherished sense of innocence and safety, yet so many women who have lived in poverty, or are victims of domestic violence, or who work in abortion clinics have rarely felt safe in their lives. Making a safer world has been our mission for a long time.

The Permanent Commission on the Status of Women is very fortunate to have a talented and dedicated staff, wonderful Commissioners, and many partners who share and strengthen our work. Our hearts are with all those who have lost loved ones this year.




Executive Director

commissioners of the psw

officers



Cindy R. Slane, Esq.



Jann-Marie Halvorsen



Ann M. Clark, Esq.,



Tanya Meck

Cindy R. Slane, Esq. was appointed to the Commission in 1996 by Governor John G. Rowland. She is Chair of the Commission and previously served as Vice Chair and Chair of the Legislative Committee. A former high school humanities teacher, she is a graduate of Douglass College and Yale Law School. She was a member of the trial department at Day, Berry & Howard before joining the faculty at Quinnipiac College School of Law, where she is now an Assistant Professor of Clinical Law and Director of Field Placement Programs. Professor Slane is admitted to practice in the State of Connecticut, the State of New York, and before the United States Supreme Court. She is a member of the Connecticut Bar Association, the American Bar Association, the Clinical Legal Education Association, and the Federal Bar Council. She serves on the Connecticut Bar Association's Committee on Professional Ethics and the State of Connecticut's Legal Internship Committee.

Jann-Marie Halvorsen was appointed to the Permanent Commission on the Status of Women in 1996 by Senate President Pro Tempore M. Adela Eads. She currently serves as the Vice Chair of the Commission and Chair of the Legislative Committee. She also Chairs the 4th Congressional District Advisory Council. Ms. Halvorsen received her BA degree in Philosophy from Wellesley College, graduating with honors, and her MBA in Finance and Public Management from Stanford University's Graduate School of Business, where she was Co-Founder and President of the Women in Management Association. She is the founder and President of The Middlebury Group, a strategic management and consulting firm. Previously, she was Vice President and Service Director for the Gartner Group, a worldwide provider of Information Technology strategic analysis. Ms. Halvorsen has held management positions in strategic planning and high tech financing at GE Capital Corporation and several international financial institutions, both in Connecticut and in the San Francisco Bay Area. She also worked in the Netherlands for Royal Dutch Shell. Currently, she is completing her doctorate in strategic management at the University of Massachusetts at Amherst. Ms. Halvorsen is on the Board of Directors of the Waterbury Symphony Orchestra.

Ann M. Clark, Esq., Treasurer, was appointed to the Commission in 1997 by Speaker of the House Thomas D. Ritter and is Chair of the Commission's Public Information/Talent Bank Committee. She holds a Bachelor of Arts degree, with distinction, in the field of Government from Connecticut College and a Juris Doctor degree from New York University School of Law. After graduating law school, Ms. Clark joined the Hartford firm of Day, Berry & Howard as a Corporate Associate. Ms. Clark has served the Connecticut General Assembly since 1993 having first worked in the Office of Thomas D. Ritter, Speaker of the House of Representatives. Ms. Clark was promoted to the position of Permanent Assistant Clerk of the Connecticut House of Representatives in December of 1993. Ms. Clark is a member of the American Society of Legislative Clerks and Secretaries. She is an appointed member of the Connecticut State Library Board and serves as Chairperson, where she has presided over a national search for a State Librarian.

Tanya Meck was appointed to the Commission in 1998 by Senate President Pro Tempore Kevin Sullivan. She is Secretary of the Commission and a member of the Legislative Committee. She is the Assistant Secretary of the State and Chief of Staff for Secretary of the State of Connecticut Susan Bysiewicz where she directs the legislative, press, special projects, community outreach and constituent service departments and oversees the agency's policy initiatives and strategic plan. Ms. Meck is a Phi Beta Kappa and Summa Cum Laude graduate of Drew University where she majored in Behavioral Science and was an All-American athlete. After graduation, Ms. Meck attended Trinity College on a graduate fellow scholarship to earn her Master's Degree in Public Policy Studies. In addition to her appointment to the Commission, she is a member of the West Hartford Planning and Zoning Commission, serves on the Connecticut Day Care Council, is a member of the West Hartford Democratic Town Committee and a member of the West Hartford Women's Soccer Club.

Commission members



Marcia A. Cavanaugh



Anne Dailey, Esq.



Barbara DeBaptiste



Sarah E. McGirr



Susan O. Storey, Esq.



Carmen I. Sierra



Rosaida Morales-Rosario



Patricia T. Hendel

missing from pictures are Mildred Bauzá, Esq. and Patricia E. M. Whitcombe, M.D.

Holly Abery-Wetstone was appointed to the Commission in 2000 by Senate President Pro Tempore Kevin Sullivan. She served on the PCSW's Public Information/Talent Bank Committee. She graduated Cum Laude from Western New England College School of Law and was admitted to the Bar. She was a law partner with Wetstone & D'Ambrosio and Clayman, Markowitz, Litman & Tapper and an active trial attorney with the General Counsel's Office of the Federal Energy Regulatory Commission and the U.S. Department of Justice's Tax Division, Criminal Section. Ms. Abery-Wetstone served in the Family Division Masters Program in the Courts of Hartford, Tolland and Middlesex counties and was also a Fact Finder/Arbitrator/Attorney State Trial Referee for the Judicial District of Hartford/New Britain. Ms. Abery-Wetstone also served as Minority Leader for the West Hartford Town Council; as a Member of the West Hartford Democratic Town Committee and the Chairwoman of the 1st District West Hartford Democratic Town Committee. Ms. Abery-Wetstone resigned her position with the PCSW in 2000 when she was appointed a Superior Court Judge.

Mildred Bauzá, Esq. was appointed by Speaker of the House Moira K. Lyons in 2001 to serve on the Permanent Commission on the Status of Women. Ms. Bauzá is an Assistant Attorney General for the State of Connecticut representing the Department of Children and Families as part of the Office of the Attorney General's Child Protection Division. She received her J.D. from the University of Bridgeport School of Law in 1988 (now known as Quinnipiac University Law School) and her Bachelor of Sciences from Sacred Heart University in Fairfield, CT in 1983. Her civic participation has included positions with City of Bridgeport Charter Review Commission, the Connecticut Women's Education and Legal Fund, and Chemical Abuse Services Agency, Inc. Ms. Bauzá's professional affiliations include the Connecticut Trial Advocacy Institute, the Citizens' Conference on the Connecticut Courts, and the Connecticut Hispanic Bar Association.

Marcia A. Cavanaugh was appointed to the Commission in 1998 by Governor John G. Rowland, and she presently serves as Chair of the Special Projects Committee and Chair of the Congressional District Advisory Council in the 3rd Congressional District. Ms. Cavanaugh is First Vice President with New Haven Savings Bank. She is an alumna of Bay Path College and the Williams College School of Banking. Currently she serves on the Development Committee of Gaylord Hospital. She is a past President and member of the New Haven Kiwanis Club and is on the Board of Governors for the Quinnipiac Club. Ms. Cavanaugh is Director in Perpetuity of the New Haven Colony Historical Society, past President and Executive Director of Connecticut Estate and Tax Planning Council, as well as a member of the Advisory Board of the Women's Seamen's Friend Society of Connecticut, Inc.

Anne Dailey, Esq. was appointed to the Commission in 1999 by Governor John G. Rowland. She serves on the Public Information/Talent Bank Committee. After graduating from Yale University and Harvard Law School, Professor Dailey clerked for Judge Jose A. Cabranes of the United States District Court for the District of Connecticut. She has taught at the University of Connecticut School of Law since 1990. In addition to teaching courses on family law, constitutional law and women and the law, Professor Dailey's current research focuses on the relevance of psychology to legal doctrine and theory. Professor Dailey's published work has appeared in the *Virginia Law Review*, the *Duke Law Journal* and the *University of Pennsylvania Law Review*.

Barbara DeBaptiste was first appointed to the Permanent Commission on the Status of Women in 1995 by the President Pro Tempore of the Senate M. Adela Eads and reappointed to the PCSW July 2000 by Speaker of the House Moira R. Lyons. She is immediate past Chair of the Commission, a member of the Public Information /Talent Bank Committee and serves as Chair of the Advisory Council in the 5th Congressional District for the PCSW. Ms. DeBaptiste is an at-large board member of the National Association of Commissions for Women (NACW) and the CT Federation of Business and Professional Women. She is a Trustee for the Long Wharf Theater, a Corporator of the Klingberg Family Centers and is a founding member and Honorary Chairperson of Covenant to Care, Inc. She is a past National President of the National Coalition of 100 Black Women and is a founder, as well as the State President, of the coalition's Connecticut Chapter. She is a Director of the National Black United Fund and Chair of its Annual Appeal. She is an appointed member of the Department of Labor's Advisory Council on Displaced Homemakers. Ms. DeBaptiste is on the Board of Directors of the Women's Campaign School at Yale University and the Afro-American Cultural Center at Yale University. She was the first African American to serve as moderator for the Connecticut Conference of the United Church of Christ and has served as the Assistant District Governor for District 7980 Rotary International. She is also a member of the Nominating Committee for CT Trails Girl Scout Council and a member of the Entrepreneurial Center Advisory Board at the Hartford College for Women.

Patricia T. Hendel was appointed to the Commission by Governor William A. O'Neill in 1986, reappointed in 1991 by Governor Lowell P. Weicker, Jr. and reappointed again in 1996 by Speaker of the House Thomas D. Ritter. A resident of New London, she is a former State Representative from the 40th District (New London and Groton). She currently serves on the Legislative committee. Ms. Hendel is President of the National Association of Commissions for Women, a nonpartisan organization composed of state, regional, county and local commissions throughout the United States, Puerto Rico and the Virgin Islands. Ms. Hendel serves on the Steering Committee of the National Council of Women's Organizations, an umbrella organization of over 130 national women's organizations. Previously, she was Executive Director of H.O.P.E. Inc., an organization devoted to providing affordable housing to low and moderate-income persons. Ms. Hendel holds a Bachelor's degree from Barnard College and a Masters degree from Connecticut College where she majored in economics, with an emphasis on public finance. Ms. Hendel's activities have included the League of Women Voters, the New London Public Library and the United Way.

Sarah E. McGirr, former Chair of the PCSW, was appointed to serve on the Commission in 1985 by Speaker of the House R.E. Van Norstrand. She was reappointed by Speaker of the House Richard Balducci in 1990, reappointed in 1992 by Governor Lowell P. Weicker, Jr., and reappointed once again in 1997 by Governor John G. Rowland. Ms. McGirr serves on the PCSW Special Projects Committee. She is a past State President of the Connecticut Federation of Business and Professional Women. She was a delegate to the White House Conference on Small Business, and reactivated and chaired the Connecticut Small Business Advisory Council for five years. She chaired the Disadvantaged and Women-Owned Business Enterprise Certification Panel for the Connecticut Department of Transportation and served for four years on the panel. Ms. McGirr is the Managing Member of Renaissance Limited Liability Company. She is a public member of Connecticut Medical Examiners Board. Ms. McGirr is listed in the World's Who's Who of Women and Who's Who of American Women.

Rosaida Morales-Rosario was appointed to the Permanent Commission on the Status of Women in 1993 by Senate President Pro Tempore John B. Larson and reappointed in 1998 by Senate President Pro Tempore Kevin Sullivan. Ms. Morales-Rosario was on the Legislative Committee of the PCSW and served as the Chair of the Advisory Council in the 6th Congressional District. She received her Bachelor's degree from Wesleyan University, a Graduate Fellowship from the Institute on Educational Policy, Washington, D.C., a National Hispana Leadership Institute Fellowship to the JFK School of Harvard University, and the Center for Creative Leadership. She is currently the President of Rosario and Associates and was previously National Executive Vice President of the National Puerto Rican Forum. She serves as Vice Chair of the Hartford Foundation for Public Giving and is on the board of the Greater Hartford YWCA. Her board memberships have included the Greater Hartford United Way, the Greater Hartford AIDS Fund, and the Governor's Commission on Employment and Training. Ms. Morales-Rosario resigned from the Commission in 2000 after seven years of service.

Carmen I. Sierra was appointed to the PCSW in 1993 and then again in 1998 by Speaker of the House Thomas D. Ritter. She was a member of the Special Projects Committee and the Chair of the Advisory Council for the 1st Congressional District. Ms. Sierra received a Bachelor's degree in Management/Human Resources from Central Connecticut State University and a Master's degree in Public Administration from the University of Hartford. Ms. Sierra is a member of the Democratic State Central Committee, Chair of the Puerto Rican Forum, Board Member on the Workforce Development Board, Board member of the Southend Democratic Ladies Club and the Hartford Infant Mortality Board. She worked in the Hartford office of Congresswoman Barbara Kennelly for more than five years. She resigned from the Commission in 2001.

Susan O. Storey, Esq. serves on the Legislative Committee of the PCSW and was appointed in 2000 by Governor Rowland to the Permanent Commission on the Status of Women. She graduated *Magna Cum Laude*, Phi Beta Kappa from Mount Holyoke College. She received her J.D. from the University of Connecticut School of Law and spent the next two years as a staff attorney with the Legal Aid Society of Hartford County. She was appointed as the supervising attorney in the Juvenile Public Defender's office in Hartford. She has also practiced as a trial attorney representing indigent persons charged with serious felony offenses in the Hartford and Middletown Judicial Districts. and she represented clients charged with capital crimes as an Assistant Public Defender in the Capital Defense and Trial Services Unit. She currently serves as the Deputy Chief Public Defender. She is a member of the Connecticut Bar Association, the Connecticut Criminal Defense Lawyers Association, and the American Council of Chief Defenders.

Patricia E. M. Whitcombe, M.D. was appointed by Senate President Pro Tempore, Kevin Sullivan in 2001 to serve on the Commission. Dr. Whitcombe is a practicing obstetrician/gynecologist at Women's Health Associates, P.C. She received her M.D. from the University of Connecticut School of Medicine and earned her Bachelor of Sciences at Yale College. Dr. Whitcombe was raised in San Juan, Puerto Rico. She has been involved with community organizations including the Girl Scout Council of Southwestern Connecticut, the Latino Scholarship Fund and the American Cancer Society. Her professional affiliations include the American Medical Association, the American College of Obstetricians and Gynecologists and the American Medical Women's Association. Dr. Whitcombe has been named several times to the "Best Doctors of America, Northeast Region."

Senator Eric D. Coleman, Democrat from the 2nd Senate District, began serving the Second Senatorial District in January 1995. Sen. Coleman is Assistant Majority Leader, Chair of the Judiciary Committee, Vice Chair of Human Services Committee and a member of the Program Review and Investigations Committee.

Senator John A. Kissel, Republican from the 7th Senate District, is serving his fourth term as Senator and is a Ranking Member of the Judiciary Committee and the Select Committee on Aging. Sen. Kissel is also a member of the Public Health Committee.

Representative Michael P. Lawlor, Democrat, 99th District, is serving his eighth term to the House of Representatives. Rep. Lawlor is House Chair of the Judiciary Committee, a member of the Government Administration and Elections Committee, and the Executive and Legislative Nominations Committee.

Representative Robert Farr, Republican, 19th District of West Hartford, was elected to the House of Representatives in 1981. Rep. Farr is the Ranking Member of the Judiciary Committee, and member of the Appropriations Committee.

2001 annual report

The Connecticut Women's Agenda is an open forum for representatives of organizations to share information about issues affecting the status of women and their families in Connecticut. On a monthly basis, the Permanent Commission on the Status of Women hosts meetings to facilitate collaboration, coalition building and sharing of resources. Topics this year have included health care and welfare policies, violence against women, employment discrimination, economic development, criminal justice and family law. Organizations such as the CT Valley Girl Scout Council, the YWCA of the Capitol Region, the Health Care for All Coalition and the CT Women's Education and Legal Fund presented information about their missions and activities.

On January 24, 2001, the Connecticut Women's Agenda held the annual Making Women Visible Day press conference at which the PCSW announced a multi-year initiative to address the wage gap. Executive Director Leslie Brett and Chairperson Cindy Slane focused attention on a number of the causes and consequences of unequal pay for women and highlighted on the unfair wages paid to childcare workers. They also released the PCSW 2001 legislative agenda. CWA participants presented their legislative agendas: James Slaughter, Executive Director, African-American Affairs Commission; Beth Bye, Director of the School for Young Children at St. Joseph's College and President, Connecticut Association for the Education of Young Children; Elaine Werner, Executive Director, Connecticut National Abortion and Reproductive Rights Action League and member of the Connecticut Women's Health Campaign; Jacqueline Majors-Myles, Executive Director, Hartford Region YWCA; and Lisa Holden, Executive Director, Connecticut Coalition Against Domestic Violence. The legislative agendas of all thirty organizations were also released.

As part of the Making Women Visible Day event, the PCSW released a special edition of *Facts About the Status of Women* that discussed the many facets of the wage gap.

A week after the legislative session adjourned, PCSW hosted the annual Making Visible Dinner and presented a summary of legislative action.

connecticut women's agenda



The Connecticut Women's Health Campaign (CWHC) is a statewide coalition of organizations representing consumers, providers and policy experts with particular interests in women's health and access to health care. The Campaign is convened and Co-Chaired by PCSW Executive Director Leslie J. Brett. In furtherance of its mandate to, "serve as a liaison between government and private interest groups concerned with services for women," CWHC was Co-chaired in 2001 by Condencia Brade from CONNSACS (Connecticut Sexual Assault Crisis Services).

In 2001, CWHC continued to focus on legislative proposals to improve the health of women and their families. Their priorities during the year included the expansion of Medicaid coverage for adults, increasing coverage and reducing costs of prescription medications, funding for treatment of uninsured women with breast and cervical cancer, and reducing smoking among women in Connecticut. Members of the Campaign delivered testimony and provided information to the General Assembly on these and other women's health issues.

In 2001, CWHC had a number of legislative successes for women's health:

- Providing Medicaid coverage for all medical treatment to women who are diagnosed with cancer through the state's Breast and Cervical Cancer Early Detection Program;
- Requiring certain insurers to provide coverage for routine patient care costs associated with cancer clinical trials; and a baseline mammogram for women aged 35 to 39, and a yearly mammogram for women aged 40 and over;
- Permitting the Office of Comptroller, with the approval of the Office of Policy Management, to purchase group health insurance for the employees of certain nonprofit corporations;
- Requiring certain insurers to provide coverage for specialized formulas for children up to age three when medically necessary;
- Requiring employers to make reasonable efforts to provide a room or other location close to the workplace for an employee to express breast milk in private; and
- Expanding income eligibility for the ConnPACE prescription drug program.

On March 14, 2001, the fourth annual Women's Health Day at the Capitol was held to focus on educating the public about women's health issues. Display tables in the concourse of the Legislative Office building offered valuable information about women's health and members of the Campaign were available to answer questions. In addition, we published a "Women's Health Quiz" with fact sheets to help inform women and policy makers about the state of women's health in Connecticut.

Members of the Connecticut Women's Health Campaign include:
American Heart Association/CT Chapter, Carey Consulting,
Citizen's Task Force on Addictions, CT Association for Human Services,
CT Breast Cancer Coalition/Foundation,
CT Chapter of American College of Nurse-Midwives,
CT Citizen Action Group, CT Coalition Against Domestic Violence,
CT Community Care, Inc., CT NARAL, CT NOW,
CT Occupational Therapy Association, CT Sexual Assault Crisis Services,
CT Women's Consortium, Inc., CT Women and Disability Network,
CT Women's Vulvar Pain Support Group,
CJS Eldercare Management Consultants,
Friends of Midwives in CT, Inc., Institute for Community Research,
National Council of Jewish Women/CT Chapter, Older Women's League, NW CT,
Planned Parenthood of CT, Research for Ovarian Cancer and Continued Survival,
UConn Asian American Studies Institute,
UConn School of Allied Health, Upper Room Unlimited, Inc.,
Yale School of Medicine/Department of Epidemiology & Public Health

connecticut women's health campaign

The PCSW convenes the Women's Economic Development Initiative (WEDI), Co-chaired by the PCSW Public Information Officer Barbara Potopowitz and Linda Phillips, owner of SOS Technology, Windsor, CT. WEDI is a coalition of advocates, legislators, and leaders in government and the business community who meet on a regular basis to create and enhance economic development for women business owners in Connecticut.

The WEDI project, in collaboration with the CT Chapter of the National Association of Women Business Owners, conducted a survey of women business owners in January, 2001. Issues that surfaced included the state definition of small business, the cost and availability of health care for micro-businesses, and the ability of non-corporations to itemize business deductions.

WEDI distributed nearly 400 videos entitled *Starting and Growing a Small Business – Choices for Success*. All the public libraries in the state and the state technical schools and colleges received copies. Patrons are able to check out this video along with a resource guide that highlights the many resources in the state, both public and private, that assist in the start-up of a small business.

In September, the Women's Economic Development Initiative sponsored the third annual Connecticut Women Entrepreneurs' Day at the State Capitol. The day's event was taped on Connecticut Public Access Television (CTN) and then broadcast statewide. Over 100 women attended the event to network and gather information on financing, training programs and state procurement opportunities. An Opportunity Center provided a chance to interact with representatives of state purchasing offices and representatives of other businesses and resources for small business.

The theme of this year's Entrepreneurs' Day was "Entrepreneurial Wisdom...for here and to go!" The day began with a dialogue with legislators that was continued with a focus group of women business owners and state agency heads in November. Participants were also invited to attend a "Success Team" session and then were eligible to continue meeting on these success teams months after Entrepreneurs' Day for networking and business development.

In addition to Entrepreneurs' Day activities, PCSW Public Information Officer Barbara Potopowitz continued to sit on the CT Department of Transportation's committee that monitors the new federal regulations affecting the set-aside program for disadvantaged businesses. She also participates in an on-going committee that is establishing policies and procedures for the CT Department of Administrative Services set-aside program for small and minority owned businesses.

The National Foundation of Women Business Owners reports that there were 115,000 women-owned businesses, representing 35% of all businesses in the state of Connecticut in 2001. Those businesses employ more than 350,000 people and generate almost \$60 billion in sales. The number of women-owned firms in Connecticut is rising annually at the rate of over 30% in number, 80% in employment, and over 100% in sales.

Fairfield County and Hartford County have the highest concentrations of women-owned businesses in the State, each higher than the national average. Fairfield County alone has a higher concentration of women-owned businesses *per capita* than any other county in the US. The PCSW will continue to work to support the growing number of women owned businesses in our state.

women's economic development initiative

legislative report

The following are brief summaries of selected bills that the PCSW monitored because of their potential impact on the lives of women and their families.

ECONOMIC EQUITY/ECONOMIC SECURITY

Public Act 01-206, An Act Concerning Education And Equitable Wages For Early Childhood Education Professionals (S.H.B. 6931)

Result: PASSED – effective October 1, 2001.

Background: The PCSW began focusing on the issue of low and unfair compensation for child care educators because it represents the intersection of two crucial issues affecting working women: low wages for caregiving work traditionally done by women, and the need for affordable child care for working parents. The number of working mothers who need child care has increased dramatically. At the same time, the people who provide early childhood care and education are predominately women, and their wages reflect the low value historically placed on so-called “women’s work.” In 1999, the median annual earnings of full-time child care educators in Connecticut was \$18,630.¹ Low wages hurt the quality of care provided to our children because they lead to teacher turnover rates as high as 25% to 50% a year² and staff shortages in the industry.

This act requires the Department of Social Services to develop, within available funds, initiatives to increase compensation paid to child care providers who participate in educational opportunities and create such opportunities for increased training including but not limited to wage incentives for educational advancement and registered apprenticeship programs for child care workers. The department must also evaluate the effectiveness of such programs in increasing staff retention and improving the quality of care and education provided to children.

S.B. 1285, An Act Establishing An Entrepreneurial Training Program

Result: Original bill failed but language was PASSED in Special Session, Public Act 01-9, An Act Concerning Expenditures of the Office of Policy Management (H.B. 7507) - relevant section effective July 1, 2001.

Background: The PCSW promotes small business ownership through its Women’s Economic Development Initiative (WEDI) program. Self-employment is a viable employment path for many. The population this legislation has targeted will enhance opportunity and skill level so one may start or manage their own business.

Section 56 of this act authorized the commissioner of the Department of Economic and Community Development to establish, within available appropriations, a program to train and prepare former welfare recipients, ex-offenders, and high school dropouts for self-employment and entrepreneurial opportunities.

S.B. 264, An Act Concerning Credit In The State Employees Retirement System For Service
Result: FAILED

This bill was voted upon favorably in the Labor and Public Employees Committee and referred to the Appropriations Committee where it was not placed on the agenda for a vote.

Background: Women are more likely than men to be poor when they are older because women earn 28% less than men during their working years,³ are more likely to work in part time or other jobs with fewer benefits, and take more time out of the workforce for child rearing and other family caregiving responsibilities. Of all workers retiring in 1996, women worked a median of 27 years compared to men who worked a median of 39 years.⁴

Currently, if a state employee leaves state service for a number of years greater than the years originally worked, she or he may not claim credit for those years toward retirement. This has a serious and disproportionate impact on women workers who are far more likely to take time off from work for a period of time to have and rear children or to care for other family members.

This bill would have removed the penalty that now exists against people who take significant time out of the workforce. Under the proposed bill, such workers would not have had to forfeit credit for the first years they worked. This would have increased the likelihood that female state employees would be eligible for pensions and also increase the size of their pension benefits.

H.B. 5860, An Act Concerning The Use Of Accrued Sick Time For Paid Family And Medical Leave
Result: FAILED

This bill was voted upon favorably in the Labor and Public Employees and Appropriations Committees, but was not raised for a vote in the House of Representatives.

Background: Currently state employees may take up to 24 weeks over a two-year period for unpaid "family leave" to care for a child upon the child's birth or adoption or to care for a seriously ill child, spouse, or parent, or for the serious illness of the employee.⁵ Private employers with 75 or more employees must provide up to 16 weeks of unpaid leave within any two-year period.⁶ However, these family and medical leaves are unpaid and most employers permit employees to use sick time only for their own illnesses.

This bill would have allowed employees to use accrued sick time for time taken from work for purposes allowed by the Family and Medical Leave Act. It would have also extended the definition of "parents" to include grandparents, when an employee is the next of kin for a grandparent.

WELFARE, EDUCATION AND JOB TRAINING

H.B. 6706, An Act Concerning The Temporary Family Assistance Program
Result: Original bill failed but language was PASSED in Special Session, Public Act 01-2, An Act Concerning Expenditures of the Department of Social Services (H.B. 7503) - relevant sections effective October 1, 2001, except that Sections 13 and 61 are effective July 1, 2001, and Section 15 is effective upon passage.

Background: Both the Governor's recommended budget and the budget approved by the Appropriations Committee included significant reductions of at least \$20 million dollars over two years in cash assistance to recipients of Temporary Family Assistance. Together with the funding cuts, proposals were made to limit the time period for

cash assistance and benefits even for those with significant barriers to employment. Many of these proposals were implemented in various sections of the Department of Social Services (DSS) implementer bill, as follows:

Section 12 of this act limits to three the number of six-month extensions that families subject to the 21-month time limit may have. The DSS commissioner may grant additional extensions if the adult in the family is precluded from working because of domestic violence or another reason beyond the adult's control; the adult has two or more substantiated barriers to employment; the adult is working at least 35 hours per week, is earning at least the minimum wage, but continues to earn less than the family's TFA benefit or the adult is working less than 35 hours either because the adult has a documented medical problem or must care for a disabled member of the household, but in either case works as much as their condition or care giving responsibilities allow.

In addition, this section prohibits the DSS commissioner from providing any further TFA benefits to families that are subject to the 21-month time limit and have received more than 60 months of benefits since October 1, 1996 (including any benefits received in another state or jurisdiction). Families that experience domestic violence that precludes the adult from earning income that is at least equal to the family TFA benefit are not subject to this time limit. Other exemptions to the 60-month time limit exist in the law and have not changed.

Section 13 of this act requires an unmarried minor parent who does not have a high school diploma and has a child in their care who is at least 12 weeks old to participate in educational activities to attain a high school diploma or its equivalent to be eligible for TFA benefits.

Section 14 of this act provides that any individual who fails to comply with the Employment Services requirement, without good cause, shall be sanctioned for three months as follows: 25% benefit reduction the first time, 35% benefit reduction the second time, and full benefit reduction the third time. These sanctions are slightly higher than existing sanctions and are adjusted to conform to federal rules. If there is only one eligible member in the family, e.g. a pregnant woman with no children, the benefits will be fully reduced for three months. In addition, benefits will be terminated if a person fails to attend any scheduled assessment appointment or interview, or fails to comply during a six-month extension. In the case of a missed appointment, the benefits can be reinstated when the person attends a subsequent scheduled appointment.

Section 15 of this act reduces the amount of child support that can be disregarded from \$100 to \$50 when calculating TFA eligibility and benefit levels. This disregard will be calculated for initial and six-month extension applications.

Section 16 of this act limits the existing diversion assistance program to families who are determined eligible for TFA upon initial assessment, rather than some later date. This act also requires the DSS commissioner to establish an expedited procedure to deliver diversion assistance benefits.

Section 61 of this act requires DSS to give exit interviews to families leaving TFA because they have reached the five-year limit, and provide them with information about services for which they may continue to qualify.

S.B. 1347, An Act Concerning A State Funded Work-Study Program For TANF Recipients Result: FAILED

This bill was voted upon favorably in the Select Committee on Workforce Development and the Committees on Labor and Public Employees, Human Services, and Appropriations, but was not raised for a vote in the Senate.

Background: Last year, the General Assembly passed a bill requiring the Department of Labor to design a state-funded work-study program that would allow TANF recipients and other low wage workers to participate in education or job training programs and also work. The report of the Department of Labor was presented to the General Assembly in January.

This bill would have codified and provided \$1 million per year for the work-study program designed by the Department of Labor, including appropriate childcare, transportation assistance, and case management services.

WOMEN'S HEALTH CARE

H.B. 6709, An Act Concerning Medical Care For Women With Breast Or Cervical Cancer

Result: Original bill failed, but language was PASSED in Special Session Public Act 01-2, An Act Concerning Expenditures Of The Department Of Social Services (H.B. 7503), relevant section effective upon passage.

Background: Since 1996, the Connecticut Breast and Cervical Cancer Early Detection Program (CBCCEDP) has provided free mammograms and pap smear tests to low-income women without health insurance coverage. Of the several thousand women who have received treatment and screening services, 128 women were diagnosed with breast cancer, and 100 women were diagnosed with cervical cancer. The cruel irony of the program, however, is that low income uninsured women cannot afford medical care for cancer and, until now, there was no program available to assist them. A small but tragic 7% of the women diagnosed with breast cancer never received treatment at all, and nearly half of the women who did receive treatment were impoverished by it.

Section 7 of this act remedies this problem by requiring the state to provide Medicaid coverage for all medical treatment to women who are diagnosed with cancer through the state's Breast and Cervical Cancer Early Detection Program. It would also include presumptive eligibility so that a woman with a cancer diagnosis can seek medical care immediately and put all her attention and energy into getting well instead of worrying about how to pay the doctors. The state will receive 70% reimbursement from the federal government to offset the costs of this act.

Public Act 01-171, An Act Concerning Health Insurance Coverage For Cancer Clinical Trials, Hearing Aids For Children Age Twelve And Younger, Pap Smear Tests, Colorectal Cancer Screening And Mammograms, Psychotropic Drug Availability And Medicaid Coverage For Mammograms (sS.B. 325, sS.B. 130 and S.B. 116 also incorporated into this Act)

Result: PASSED – relevant sections effective October 1, 2001, except that the sections regarding clinical trials are effective January 1, 2002.

Background: Clinical trials provide the opportunity to advance our base of knowledge and our ability to fight cancer. In some cases, an FDA-approved experimental drug or procedure is the best or last hope that a woman has in her battle against breast, lung or cervical cancer. While the specific drug or treatment involved in a clinical trial is usually paid for by the company conducting the trial, insurers often deny coverage for the balance of the health care that may be necessary as treatment is conducted. In addition, the American Cancer Society and the National Cancer Institute recommend that women get yearly pap smear tests, and that women over forty get an annual mammogram because these tests are highly effective routine screening tests for breast and cervical cancer.

This act requires certain insurers to provide coverage for routine patient care costs associated with cancer clinical trials (sections 1-14); a baseline mammogram for women aged 35 to 39, and a yearly mammogram for women aged 40 and over (sections 22-24). This act also includes pap smear tests in the definition of obstetric and gynecologic services (sections 18-19).

Public Act 01-30, An Act Concerning Coverage For Nonprofit Providers And Municipal Employees Under The State Employee Health Plan (sH.B. 6712)

Result: PASSED – effective July 1, 2001.

Background: The PCSW through its women-owned business project (Women's Economic Development Initiative,

WEDI) promotes proposals to allow for more participation in the state employee health insurance plan. In a recent survey of women business owners in Connecticut, the lack of and affordability of health insurance was the number one concern of this group. The state health insurance plan is an economic way to provide comprehensive coverage that is cost-effective. Employees of certain nonprofit corporations generally pay high premiums for basic coverage. This legislation will allow the under insured and uninsured working in this industry the option of purchasing a health insurance plan that provides for preventive as well as regular medical services.

This act permits the Office of the Comptroller, with the approval of the Office of Policy and Management, to purchase group health insurance for the employees of certain nonprofit corporations. This initiative will be comparable to the program called “MEHIP” – Municipal Employees Health Insurance Plan – currently provided by the Comptroller through which the state can obtain more favorable plans and rates on behalf of smaller employers.

Public Act 01-101, An Act Concerning Health Insurance Coverage For Medically Necessary Formula For Children Up To Age Three (S.B. 524)

Result: PASSED – effective October 1, 2001.

Background: In rare circumstances, some infants develop an allergy to breast milk or standard formula, and as a result are prescribed a nutritional formula specifically developed to relieve allergic reactions and support their growth and development. These formulas are often triple the cost of standard formulas.

This act requires certain insurers to provide coverage for specialized formulas for children up to age three when it is medically necessary.

Public Act 01-182, An Act Concerning Breastfeeding In The Workplace (SH.B. 5656)

Result: PASSED – effective October 1, 2001.

Background: More women are now returning to work, either full or part time, during the time when they are still nursing infants. Some return to work by choice and others because of economic necessity. Some women have been prohibited from breastfeeding or “expressing” breast milk anywhere on the premises of their employer, and in some cases have been threatened with termination for doing so. Breastfeeding is the most healthy way to feed most infants.

This act requires employers to make reasonable efforts to provide a room or other location close to the workplace (other than a toilet stall) for an employee to express her milk in private. It also prohibits employers from discriminating against employees who choose to express milk or breastfeed at work. This act covers all employers, including the state and municipalities.

Public Act 01-137, An Act Concerning Benefits And Eligibility Under The Husky Plan (SH.B. 6430)

Result: PASSED – relevant section effective upon passage.

Section 1 of this act requires the commissioner of the Department of Social Services to adopt regulations to provide that any child adopted from another country by an individual who is a U.S. citizen and a state resident shall be eligible for HUSKY B benefits as soon as the child arrives in Connecticut.

ConnPACE Expansion

Result: PASSED in Special Session, Public Act 01-2, An Act Concerning Expenditures of the Department of Social Services (H.B. 7503) – relevant section effective July 1, 2001.

Background: Connecticut is facing a crisis in its health care system with regard to the price and lack of coverage of prescription drugs. As of January 2001, more than 50,000 Connecticut seniors in Medicare HMOs were dropped from their health plans because they were not profitable enough,⁷ and up to 700,000 state residents were without prescription drug benefits.⁸ Of this amount, at least 250,000 are estimated to be fully uninsured per year.⁹ This lack of coverage impacts all elderly and disabled; however, older women are significantly impacted. According to the U.S. Food and Drug Administration, older women take an average of seven different medications at any given time. The majority of older women rely on Medicare coverage which does not cover prescription medications.

Section 22 of this act expands income eligibility beginning April 1, 2002 for single individuals to \$20,000 and married individuals to \$27,100. If DSS receives a federal waiver for federal financial participation, ConnPACE will be expanded from 233% to 300% of the federal poverty level, resulting in an increase on July 1, 2002 to \$25,800 for single individuals and \$34,800 for married individuals.

S.B. 165, An Act Establishing A Chlamydia Prevention And Testing Program

Result – Original bill failed but language PASSED in Special Session, Public Act 01-9 An Act Concerning the Implementation of Expenditures for Various State Health Programs and Services and Making Technical and Other Changes to Certain Public Health and Related Statutes (H.B. 7505), relevant section effective July 1, 2001.

Section 1 of this act appropriates \$219,000 in FY 2002 to the Department of Public Health (DPH) to fund chlamydia education and voluntary testing in school-based health centers, community health centers, and community health vans.

H.B. 6839, An Act Concerning A Gynecologic Cancer Information Program

Result – Original bill failed but language PASSED in Special Session, Public Act 01-9 An Act Concerning the Implementation of Expenditures for Various State Health Programs and Services and Making Technical and Other Changes to Certain Public Health and Related Statutes (H.B. 7505), relevant sections effective July 1, 2001.

Sections 6 and 7 of this act appropriate \$25,000 in FY 2002 to the Department of Public Health to fund the production of educational materials on gynecologic cancer. Educational materials will be made available to hospitals, physicians, and other health care providers for use by patients.

H.B. 6838, An Act Concerning The Responsibility Of General Hospitals And Other Health Care Providers And Persons With Respect To HIV-Related Testing

Result – Original bill failed but language PASSED in Special Session, Public Act 01-9, An Act Concerning the Implementation of Expenditures for Various State Health Programs and Services and Making Technical and Other Changes to Certain Public Health and Related Statutes (H.B. 7505), relevant section effective July 1, 2001.

Section 31 of this act prohibits anyone who claims that an HIV-test was done without consent from bringing a lawsuit or claim (alleging civil assault or battery, invasion of privacy, failure to get informed consent, or deprivation of rights) against a hospital or provider who administers an HIV-test on a newborn or pregnant woman.

S.B. 468, An Act Requiring The Provision Of Coverage For Smoking Cessation Under The Medicaid Program

Result: FAILED This bill was voted upon favorably in the Human Services and Appropriations Committees, but was not raised for a vote in the Senate.

Background: In Connecticut, 21% of all adults and 35% of high school students smoke.¹⁰ As many as 22% of women are smokers and 36.5% of girls under age 18 smoke.¹¹ As a result, approximately 52,000 people in Connecticut die each year from illnesses related to smoking.¹² In addition, approximately 12,000 children under 18 will become new daily smokers each year.¹³ This issue is of particular concern to the PCSW because women smokers or those exposed to second-hand smoke experience higher risks for particular diseases. For example, women who smoke have a higher risk of developing lung cancer than men with comparable smoking habits,¹⁴ and an increased risk of developing depression.¹⁵ Even if a woman does not smoke, constant exposure to second-hand smoke almost doubles the risk of having a heart attack in women.¹⁶ In addition, women have a more difficult time quitting smoking than men because of gender differences in nicotine addiction.¹⁷

This bill would have provided Medicaid coverage to low-income people for treatment for smoking cessation prescribed by a physician, with an annual limitation for coverage per person.

VIOLENCE AGAINST WOMEN

Background: Over the past 30 years, the national response to victims' rights has been one of significant progress in the areas of social services, health care, and the private sector. Yet, despite this progress, victims remain dissatisfied with their actual access to information and their actual participation within the system. Several bills were proposed to address services to assist and protect victims.

H.B. 6976, An Act Concerning Access To Services For Victims Of Crime

Result: Original bill failed but language was PASSED in Special Session, Public Act 01-9, An Act Concerning Expenditures of the Office of Policy Management (H.B. 7507) - relevant section effective upon passage.

Section 70 of this act appropriates \$150,000 in FY 2002 to fund a statewide public awareness campaign to ensure that Connecticut's citizens could walk "through any door" and learn about their constitutionally protected rights and have ready access to assistance and support services. Funds will support public awareness activities of the Connecticut Sexual Assault Crisis Services, Connecticut Coalition Against Domestic Violence, Mothers Against Drunk Driving and Survivors of Homicide.

Public Act 01-130, An Act Concerning Assault Weapons, A Single State Handgun Permit, A Firearms Evidence Databank And Restraining And Protective Order In Firearms Cases (S.B. 1402)

Result: PASSED – relevant sections effective October 1, 2001

Sections 12 through 15 of this act improve the procedures used by the courts to notify local police departments about the issuance of restraining or protective orders in domestic violence cases so that the local police can confiscate weapons in appropriate cases. This act also adds a new definition of criminal possession of a firearm to include a person who owns a weapon but knows that he or she has had a restraining or protective order issued against him or her.

sH.B. 5654, An Act Concerning The Statute Of Limitations On The Prosecution Of Offenses Involving The Sexual Assault Of A Minor

Result: FAILED This bill was voted upon favorably in the House of Representatives. The Senate amended it and voted upon it favorably, which required it be sent back to the House of Representatives, where it was not raised for another vote.

This bill would have extended the current statute of limitations from two years after the victim reaches age 18 to 30 years after the victim reaches age 18.

CIVIL RIGHTS AND POLITICAL PARTICIPATION

Public Act 01-11, An Act Restoring Voting Rights Of Convicted Felons Who Are On Probation (sH.B. 5042)

Result: PASSED – effective January 1, 2002.

Background: In Connecticut, 11,640 women are on probation and approximately 70% of them have felony convictions.¹⁸ Many women are convicted for crimes of poverty such as prostitution or crimes related to substance abuse.¹⁹ Currently these women cannot vote until they have completed their term of probation, which could be three months to three years. Women who are on probation are taking the first steps toward re-entering the community and assuming the responsibilities of citizenship. In addition, approximately 68% of these women are mothers.²⁰ Participation in the voting process is inter-generational, which means that children learn their democratic participation skills from their parents. Mothers who participate in the voting process would be positive role models for their children in this area.

This act restores voting rights to individuals who have been convicted of a felony and are on probation.

S.B. 564, An Act Concerning Awards Of The Commission On Human Rights And Opportunities

Result: FAILED Although raised for a public hearing, this bill failed in the Judiciary Committee.

Background: In 1995, the Connecticut Supreme Court issued a ruling in *Bridgeport Hospital vs. the Commission on Human Rights and Opportunities* that CHRO Hearing Officers did not have explicit statutory authority to award compensatory damages or attorney's fees to complainants as part of a successful judgment following a public hearing. This seriously weakened the protections against discrimination for many complainants, particularly those who suffered serious sexual harassment or other forms of harassment, but were not fired and, therefore, were not entitled to back pay.

This bill would have given CHRO Human Rights Referees (formerly Hearing Officers) the ability to award attorney's fees and costs, and compensatory damages in employment discrimination cases following a public hearing in which the case was decided in favor of the complainant.

FAMILY LAW

Public Act 01-135, An Act Concerning Modification Of Certain Divorce Agreements (sH.B. 6126)

Result: PASSED – effective July 1, 2001.

Background: Many young people are still dependent upon parental support when they turn 18; these children are often referred to as “post-majority” dependents. Although some divorced parents willingly share health insurance and educational expenses, in other cases the burden falls heavily on the custodial parent, often the mother. Under the current family law system, a judge does not have the authority to order support for education nor, in most cases, for medical care for a “post-majority” dependent.

The original version of this bill would have extended the jurisdiction of Superior Court judges to order support for the care, education, maintenance, or support of children beyond their 18th birthdays. However, the bill was narrowed in the Judiciary Committee such that it now permits the Superior Court to modify, rather than only enforce, divorcing parties’ written agreements for such support entered into after the effective date of the bill. The parties must voluntarily enter into such agreements. The value of the change made by this act is that divorcing parents may be more willing to make such agreements because they are now modifiable in the same manner that other elements of divorce agreements may be modified in the case of a significant, unforeseen change of circumstances. The act also allows judges to order divorced parties to maintain life insurance “for the other party or a minor child of the parties” unless their divorce decree precludes modification.

CHILD SUPPORT ENFORCEMENTS OR ENHANCEMENTS

Public Act 01-91, An Act Concerning Child Support Enforcement (sS.B. 1047)

Result: PASSED – Effective October 1, 2001.

This act increases the authority of child support enforcement officers by allowing them to order people to attend child support modification hearings and also to distribute “performance bonds” to a child’s custodial parent in cases where the obligor fails to pay child support. A performance bond is an instrument that may be ordered by the court against people who are at risk of non-compliance. Such orders require the creation of an escrow account that can be distributed as a performance bond to the custodial parent.

Public Act 01-207, An Act Concerning Enhancements To The Child Support Enforcement System (sH.B. 6701)

Result: PASSED – Effective July 1, 2001.

This act requires private child support collection agencies to be licensed by the state Banking Department and thereby covered by various state regulations. The Banking Department has the authority to limit the fees charged by consumer collection agencies licensed by them. This act also requires employers to report independent contractors as new hires so that the state may enforce any support orders as they do with regular employees, and gives child support orders owed to families priority over those owed to the state.

Special Session Public Act 01-2, An Act Concerning Expenditures of the Department of Social Services (H.B. 7503)

Result: PASSED – relevant sections effective July 1, 2001.

Section 28 authorizes service of income withholding orders by first class mail if made by an authorized representative of the state. However, Section 27 provides that employers may not be held in contempt for failing to honor a wage withholding order unless the order was served personally or by certified mail.

CRIMINAL JUSTICE

Public Act 01-181, An Act Concerning Gender Specific Services And Programs For Juvenile Offenders (sH.B. 6147)

Result: PASSED – effective October 1, 2001.

This act requires the Commissioner of the Department of Children and Families as well as the Director of the Office of Alternative Sanctions within the Judicial Branch to ensure that all programs for juvenile offenders be “gender specific.” This means that they must meet the specific and unique needs of targeted gender groups. For example, programs for girls must address the high rate of childhood sexual assault among girls and the particular psychological needs of girls that may differ in significant ways from those of boys.

H.B. 6789, An Act Concerning Revenues From Use Of Telephones By Prison Inmates

Result: FAILED, but language was included in the budget to appropriate \$300,000 of pay phone revenues for prison educational services in FY 2002 and FY 2003.

This bill was voted upon favorably in the Finance, Revenue and Bonding, Judiciary and Government Administration and Elections Committees but was not raised for a vote in the House of Representatives.

Background: Among female inmates affected by the current telephone rates, approximately 68% are mothers who count on telephone communication to connect with their children living at home with relatives. In addition, mothers, wives, sisters and daughters are billed for all telephone calls to maintain connection to their loved ones while they are incarcerated. In addition to the costs of the call, a surcharge of approximately \$1.75 to \$3.50 is assessed. Inmates with out-of-state relatives are charged higher rates. As part of its contract, MCI rebates to the state of Connecticut 40% of the money collected on these calls each month. These funds go directly into the budget of the Department of Information Technology, resulting in revenue of \$6 to \$8 million per year. Many families are low income and are unfairly and unreasonably burdened by the current cost of telephone calls. In effect, it is a hidden tax on the families of inmates.

This bill would have prohibited the state from realizing any commission or other financial gain from the use of telephone services at the expense of the families of prison inmates.

WOMEN AND BUSINESS DEVELOPMENT

Public Act 01-172, An Act Concerning Consultants On State Projects And The Demolition Of State Facilities (sS.B. 794)

Result: PASSED – effective October 1, 2001.

The underlying act increases the authority of the commissioner of the Department of Public Works (DPW) to hire consultants on certain projects without using the formal request for proposal and bid process. The commissioner of DPW would be allowed to use an informal database of consultants under certain circumstances. In order to ensure that small businesses owned by women and minorities would have the opportunity to secure contracts under these circumstances, the PCSW proposed an amendment, which was adopted, to require the commissioner to advertise and accept requests for inclusion in the informal database at least twice per year.

OTHER ISSUES

H.B. 6568, An Act Providing For A Statue Of Prudence Crandall For The State Capitol Building
Result: FAILED, but project is moving forward without legislation.

This bill was voted upon favorably in the Education Committee and referred to the Appropriations Committee where it was not placed on the agenda for a vote.

Background: Women and people of different races and cultures are vastly under-represented among the historical statues at the State Capitol. There are 30 different statues on the State Capitol grounds, of which only one represents a woman: Ella Grasso, the first woman ever to be elected Governor in her own right. The Connecticut General Assembly recognized Prudence Crandall's contributions and heroism by making her the state heroine in 1995. In 1833, Prudence Crandall opened a school exclusively for "young ladies and little misses of color." A few months later the "Black Law" of Connecticut was passed, forbidding anyone to set up or establish any school for the education of nonresident blacks or to instruct or teach in any such school without the consent of local authorities. For resisting this law, Prudence Crandall was arrested, imprisoned, and convicted; the conviction was later reversed due to a technicality.

This bill would have established a committee and appropriate funds to design a statue of Prudence Crandall for the State Capitol Building. Although the bill was not passed, State Representative Betty Boukus is leading efforts to establish a Committee to design and raise funds for the statue. The concept has been approved by the Education Committee and by the Commission to Preserve the Capitol Grounds.

¹ Connecticut Occupational Employment & Wages, Connecticut Department of Labor based on 1998-1999 estimates available at www.ct.dol.ct.us/lmi.

² "Teacher Education, Wages Key To Outcomes," NCEdL Spotlights, No. 18, January 2000.

³ Women earn an average of 72 cents for every \$1 earned by men. U.S. Department of Labor at http://www.dol.gov/dol/wb/public/wb_pusb/achart.htm.

⁴ Social Security Administration, Office of the Chief Actuary.

⁵ Connecticut General Statutes §5-248a, et. seq.

⁶ Connecticut General Statutes §31-51kk.

⁷ Connecticut Citizen Action Group, *Overview of CCAG's Special Campaign on High Prescription Drug Costs*, February 2001.

⁸ Connecticut Citizen Action Group, *Overview of CCAG's Special Campaign on High Prescription Drug Costs*, February 2001.

⁹ Connecticut Citizen Action Group, *Overview of CCAG's Special Campaign on High Prescription Drug Costs*, February 2001.

¹⁰ Campaign for Tobacco-Free Kids, *The Toll of Tobacco in Connecticut*, 2001 available at <http://tobaccofreekids.org/reports/settlements/TobaccoToll.php3?StateID=CT>.

¹¹ The American Heart Association, Inc., 1999 available at www.americanheart.org.

¹² Campaign for Tobacco-Free Kids, *The Toll of Tobacco in Connecticut*, 2001 available at <http://tobaccofreekids.org/reports/settlements/TobaccoToll.php3?StateID=CT>.

¹³ Campaign for Tobacco-Free Kids, *The Toll of Tobacco in Connecticut*, 2001 available at <http://tobaccofreekids.org/reports/settlements/TobaccoToll.php3?StateID=CT>.

¹⁴ M. Larkin, "Sex Differences In Lung Cancer Susceptibility Explained," *Lancet*, 1/8/00, Volume 355, Issue 9198, p. 121.

¹⁵ E. Goodman and J. Capitman, "Depressive Symptoms and Cigarette Smoking Among Teens," *Pediatrics* 2000; Volume 106, pp.748-755.

¹⁶ D. Jo Selson, "Passive Smoking Doubles Risk Of Heart Disease," *British Medical Journal*, 5/31/97, Volume 3141, Issue 7094, p. 1572.

¹⁷ Baanowitz and Hatsukami, "Gender Differences in the Pharmacology of Nicotine Addiction," *Addiction Biology*, October 1998, Volume 3, Issue 4, p. 383.

¹⁸ CT Department of Corrections, CT Office of Adult Probation and the CT Board of Parole, January 2001.

¹⁹ CT Department of Corrections, CT Office of Adult Probation and the CT Board of Parole, January 2001.

²⁰ CT Department of Corrections, CT Office of Adult Probation and the CT Board of Parole, January 2001.

In compliance with our statutory mandate to “promote consideration of qualified women for all levels of government positions,” the PCSW maintains a Talent Bank of women with varied backgrounds and expertise willing to serve on state boards and commissions. The purpose of the Talent Bank is to address the under-representation of women on state boards, councils and commissions.

In the year 2001, the Talent Bank had a total listing of 372 women. This list is made available to the Governor, President Pro Tempore of the Senate, Speaker of the House, Minority Leaders of the House and Senate, and any other governmental appointing authority for consideration in making appointments. It is also made available to the heads of state boards and commissions. Additionally, Talent Bank members receive a list of the current vacancies each month so they can pursue openings of interest if they wish. In 2001, Governor John G. Rowland appointed Talent Bank member Beverly Ceuch of Torrington to the state’s Electrical Licensing Board, the first woman ever appointed to that board.

This year we continued our collaboration with the *Reflecting Connecticut* project. *Reflecting Connecticut* is a coalition of approximately 20 organizations that support the appointment of women and people of color to boards and commissions. This collaboration allowed us to expand our Talent Bank efforts to local town and city governments and other nonprofit and quasi-public boards. Additionally, the PCSW participated in four seminars entitled, “How to Be Appointed to State Boards and Commissions,” held in Bridgeport, Willimantic, Hartford and Waterbury. We provided the names of women from different parts of the state to these entities for consideration for board membership and already these efforts are generating success. Babz Rawls-Ivy of New Haven was appointed to the board of the Connecticut Community Economic Development Fund by its Board of Directors.

talent bank

In 2001, Beverly Ceuch stepped up to the challenge of being the first woman ever to be appointed to serve on Connecticut’s Electrical Licensing Board. Having been in the non-traditional field of electrical work since 1979, she would like to see more women make the choice to go into apprenticeships. Ceuch also believes that much of the hardship women face can be overcome and that old barriers in her field are starting to come down. “Help is out there, whether it is a labor-saving tool, a mentor, or a group like the PCSW,” she says. Her board participation is just another way Ceuch is helping to break down traditional barriers.

When the Board of Directors of the Community and Economic Development Fund was looking for candidates to serve on their board they looked to the PCSW Talent Bank. There they found **Babz Rawls-Ivy**. In addition to her new appointment, and as part of a substantial and varied career in the non-profit arena, Ms. Rawls is the Executive Director and Chief Administrative Officer for the Alliance for Strong Communities, Inc., an affiliated non-profit of the Housing Authority for the City of New Haven (HANH). She is in charge of restructuring HANH’s Drug Elimination Programs, as well as providing administrative coordination for the HOPE VI/Monterey Place, a mixed income development in the heart of the Dixwell Avenue community.

Part of the statute authorizing the PCSW to collect data and provide research and analysis to state leaders enables the PCSW to hold public hearings. On November 28, 2001, we convened a public hearing in New London to receive testimony regarding the economic status of workers in care giving professions.

public hearing and fact finding

We chose this topic because we recognize that workers in the care giving professions provide vital services to our children, our elderly family members and to other members of our community who need assistance with the activities of daily living. Although more men are joining the ranks of these professions, the fact of the matter is that most of the workers in the care giving professions are women. Statistics tell us that wages in these fields are very low. For example, in 1999, child care professionals earned a median yearly income of \$18,630, whereas nursery pruners earned a median yearly income of \$33,130, and Home Health Aides earned a median yearly income of \$20,060, whereas refuse collectors earned a median yearly income of \$27,430.

But the truth is that statistics alone don't tell the story that we need to bring to our legislators. To provide an opportunity to hear the "story," the PCSW held this public hearing at the New London Senior Center in New London, Connecticut. The hearing panel included: PCSW Chair Cindy Slane (presiding); PCSW Commissioner Patricia Hendel, Senator Melodie Peters, 20th Senate District; Representative Nancy DeMarinis, 40th House District; Representative Wade Hyslop, 39th House District; Representative Gary Orefice, 37th House District; Representative Lenny Winkler, 41st House District; and Representative Diana Urban, 43rd House District.



Twenty-one individuals, including child care professionals, home health aides, personal assistants, university professors, and civil liberties leaders, testified before the panel on the current dilemma. The PCSW prepared a report summarizing the public testimony and submitted the report to the legislature.

In 2001 the PCSW continued its collaborations with state agencies, officials and community-based groups addressing the status of women in Connecticut. It is through collaborating and sharing expertise that some of our greatest strides are made.

Women at Work

- The PCSW is collaborating with over 30 organizations in the **Pay Equity Coalition**, a coalition of educators, women's organizations, civil liberties organizations, and labor unions who represent a variety of constituents and who have an interest in constructive ways of addressing pay inequity in female dominated occupations.
- Special Projects Director Susan H. Hoover represents PCSW on the Steering Committee of the **Hartford Construction Jobs Initiative**, which is concerned with training and placing Hartford residents in newly created construction jobs in the Hartford revitalization effort. This project, now in its 3rd year of operation, prepares Hartford residents to enter careers in the construction trades. Many of those who have been placed are women, and we have talked with the recruiters, case managers, and job developers about some nontraditional methods they can use to recruit women for the construction trades – and then to make sure they are retained in the construction trades.
- Executive Director Leslie J. Brett serves as **Trustee of Hartford College for Women** and on the **Advisory Committee to the CT Women's Hall of Fame**.

collaborations

■ Commissioner Patricia T. Hendel, Executive Director Leslie J. Brett and Special Projects Director Susan H. Hoover continued to meet with New England women's commissions and the **Region I Office of the Women's Bureau of the United States Department of Labor**. The **New England Coalition of Commissions for Women** collaborates on issues of relevance to women in New England.

■ Public Information Officer Barbara Potopowicz is the state public policy co-director for the **National Association of Women Business Owners—CT Chapter**.

■ Executive Director Leslie J. Brett serves on the **Implementation Committee of the CT Employment and Training Commission**.

■ Nontraditional Employment for Women (NEW) Program Manager Jacquelyn Slamon serves on the **Joint Apprenticeship Training Directors Committee of Connecticut** to advance the role of women in the trades.

■ Public Information Officer Barbara Potopowicz is a member of the Department of Administrative Services (DAS) **Business Connections Program Task Force** that will develop policies and procedures for the state's set-aside program for small and minority-owned businesses.

■ Public Information Officer Barbara Potopowicz serves on the advisory committee to the U.S. Small Business Administration (SBA) program at the **Entrepreneurial Center of the Hartford College for Women**.

■ Public Information Officer Barbara Potopowicz represents the PCSW on the **CT Department of Transportation's Task Force** that monitors procedures implementing new federal regulations regarding their Disadvantaged Business Enterprise Program.

■ Special Projects Director Susan H. Hoover and NEW Program Manager Jacquelyn Slamon represent the PCSW on the Connecticut **Displaced Homemakers Advisory Council**.

■ NEW Program Manager Jacquelyn Slamon represents PCSW on the **State Apprenticeship Council**.

■ Special Projects Director Susan H. Hoover represents PCSW on the **Youth Council of the Capitol Region Workforce Investment Board** that has responsibility for implementing the youth component of the **Workforce Investment Act**.

Women in Families

■ Commission Secretary Tanya Meck represents the PCSW on the **Child Day Care Council**.

■ Executive Director Leslie J. Brett serves on the Board of Directors of the **CT Women's Consortium**, an organization serving women and their children with behavioral health needs.

■ Public Information Officer Barbara Potopowicz is a member of the **Child Support Guidelines Commission**.

■ Legislative Analyst Natasha M. Pierre represents PCSW on the **Hartford Area Child Care Collaborative**, a forum for business and non-profit professionals to work together on childcare issues.

■ Legislative Analyst Natasha M. Pierre represents the PCSW on the **CT Child Care Legislative Collaborative**.

■ Legislative Analyst Natasha M. Pierre represents the PCSW on the **CT Law Revision Commission's Post Majority Child Support Committee**.

■ Public Information Officer Barbara Potopowicz is a member of the **Fatherhood Initiative Task Force** convened by the CT Department of Social Services.

Women in Democracy

■ Executive Director Leslie J. Brett serves as Co-Chair of the **Citizenship Fund**, which is established by the Secretary of the State to oversee community education and civic participation regarding voting and elections.

Women and Girls in Education

- Special Projects Director Susan H. Hoover is working with the five Girl Scout Councils in the state on a comprehensive project, initiated by Commissioner Barbara DeBaptiste called **Girls Involved in Government**. The program affords Girl Scouts the opportunity to meet women involved in government and learn about issues that impact women and girls.
- NEW Program Manager Jacquelyn Slamon represents PCSW on the **Connecticut Alliance for Women and Girls in Education and Training**, a coalition of program operators, workforce development boards, social service agencies, advocates, educators, and state leaders dedicated to full funding of training programs for women that lead to economic independence.
- Special Projects Director Susan H. Hoover is a member of the **Girls and Technology Network**, a broad-based coalition working to increase access to collaborative learning experiences using technology.
- Special Projects Director Susan H. Hoover served on the steering committee with the New England Commissions for Women for the **symposium on technology** sponsored by the US Department of Labor, Women's Bureau held at the IBM Conference Center in Palisades, NY.

Women and Health Care

- Commission Chair Cindy R. Slane represents the PCSW on the **Multicultural Health Advisory Commission**.
- Special Projects Director Susan H. Hoover represents PCSW on the Public and Professional Education committee of the **Osteoporosis Advisory Council**, a legislatively mandated council charged with coordinating public awareness activities that could prevent osteoporosis.
- Commissioner Patricia T. Hendel serves on the Advisory Committee for the **Public Health and Community Services Block Grant**.

Women in Poverty

- Legislative Analyst Natasha M. Pierre represents the PCSW on the **CT Anti-Poverty and Domestic Violence State Team**, a coalition of domestic violence and anti-poverty advocates who provide technical assistance and analyze legislation for its impact on victims of domestic violence.
- Executive Director Leslie J. Brett was appointed to serve on a legislative **TANF Advisory Council**.

Women and Criminal Justice

- Public Information Officer Barbara Potopowicz chairs the Women in Prison subcommittee of the **Working Group on Prison Issues (WGPI)**. The WGPI is a coalition of providers and advocates who represent a variety of constituents and who have an interest in constructive ways of addressing prison issues in Connecticut.
- Public Information Officer Barbara Potopowicz serves on the advisory committee to the **Children with an Incarcerated Parent program** of Families in Crisis.
- Public Information Officer Barbara Potopowicz served on the **oral board interview panel** for the Capitol Police that was part of a comprehensive interview process for candidates of the Capitol Police force.
- Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Law Revision Commission's Domestic Violence Confidentiality Study Committee**.
- Legislative Analyst Natasha M. Pierre represents the PCSW on the **Commission on the Collection of Evidence in Sexual Assault Investigations**.

special projects

The special projects that were implemented during 2001 support the priorities and initiatives of the Permanent Commission on the Status of Women in a variety of important ways. Very often these are the programs we take into the communities in an effort to reach out to people all across Connecticut. Because of projects such as the Congressional District Advisory Councils, the girls' leadership and technology programs, and the public education seminars, more people than ever before are informed about their rights and aware of the opportunities to become involved in civic activities that affect the status of women.

Congressional District Advisory Councils

The Advisory Councils meet each spring and fall in each of the six Congressional Districts. During 2001, a total of 265 persons attended the meetings that focused on women's issues such as health care and pay equity, current legislative activity, and the PCSW's efforts to increase the representation of women on state, municipal and non-profit boards and commissions.

The CDACs, as we call them, were established in 1996 so that PCSW could become more aware of issues that affect the lives of women across Connecticut. Participants, both women and men, come from all backgrounds and occupations and are committed to using their leadership skills to achieve equity for women.

Access to Health Care

We supervised a task force of six graduate students at Yale Medical School in the Epidemiology and Public Health school who researched three of the most cost effective ways to provide access to health care for the most people. Expanding the scope of work of the community health centers, expanding the HUSKY program, and establishing universal health care were the three systems evaluated by the students. As we continue our work to improve access to health care for the thousands of Connecticut residents who do not have health insurance, we will be able to use their research.

Programs with and for girls

The programs outlined here link young people with government and adults in leadership roles that often seem distant and inaccessible. With youth involved in leadership development, our democracy becomes stronger. These participants are the future of Connecticut, and their exposure to public policy issues ensures a productive and enthusiastic contribution to the state.

Teen Life Conference – CT Valley Girl Scouts

More than 300 high school girls from all over the state spent March 23 at Trinity College, talking and learning about computers and careers, academic and financial requirements for entrance to college, and healthy relationships.

Take Our Daughters To Work Day

Executive Director Leslie J. Brett moderated the program that focused on women's roles in state government. Speaker of the House Moira Lyons welcomed the girls, boys and adults in attendance to the Chamber of the House of Representatives. Secretary of the State Susan Bysiewicz, Comptroller Nancy Wyman, and Senator Catherine Cook reflected on their careers in state government. Tours were then conducted of the Governor's office, Lt. Governor's office, CTN, the Press Room, Maintenance, Information Technology Services, and the Capitol Police.

Girls and Technology

In 2000, the Girls and Technology Network hosted the "Girls and Tech Expo" at the University of Connecticut School of Engineering to encourage 7th grade girls to explore careers in technology. Following on that success, we held another "Girls and Tech Expo," on September 13 at Quinnipiac University in Hamden. "Hands-on" workshops provided opportunities for the girls to design their own websites, deconstruct a computer, and conduct DNA fingerprinting. Meanwhile the teachers participated in sessions focused on "Tech in the Classroom" and "Hot Careers." The PCSW is proud to participate in the Girls and Technology Network.

Women Fostering Girls' Leadership Through Literature

PCSW co-sponsors this day each year with the American Association of University Women in the New London

and Old Saybrook area. Held on March 13 at Connecticut College in New London, this daylong event brings together 120 5th grade girls, representing the diversity of their schools, from urban, suburban, and rural communities to learn and practice leadership skills. The women leading the day foster leadership in these girls with the expectation that they will foster leadership in younger girls when they return to their schools.

4-H Citizenship Day

4-H Citizenship Day at the Capitol encourages and supports young people to become involved with their government. The day includes a presentation on legislative action, role-playing a mock hearing, and a tour of the Capitol. State Senator Edith Prague welcomed the students to the State Capitol. The day concludes with a new understanding of governmental procedures and systems, which positively influences the people who experience it.

Choose to Lead

2001 also brought a special collaboration with Oxygen Media. The *Choose to Lead* campaign promotes women's leadership in government. The *Reflecting Connecticut* and Talent Bank projects were promoted at three events in Hartford that Oxygen Media hosted including a panel discussion on women in power and a seminar for women to build their public speaking and media skills. The PCSW worked closely with Oxygen throughout the fall to ensure that women in Connecticut have the resources, information and skills to "take the lead."

nontraditional employment for women

The Nontraditional Employment for Women (NEW) Program, funded by the Connecticut Department of Labor (CT DOL), has developed a training program that incorporates "best practices" in preparing women to enter state registered apprenticeships and other nontraditional occupations. In addition, the program provides technical assistance to implement initiatives that make it easier for women to work in nontraditional occupations.

The NEW program is designed to meet the common goals of the PCSW and the CT DOL: To place women in nontraditional employment that will allow women to earn higher wages and support themselves and their families, to ensure equal access for women to the employment opportunities in the building trades, and to increase the percentage of female participation in the State's registered apprenticeship program.

Under the direction of Jacquelyn Slamon, PCSW Nontraditional Employment for Women Program Manager, the third Pre Apprenticeship Training Program accepted 32 women into the 10-week training program that began in February 2001 at E. C. Goodwin Technical School in New Britain. We are happy to report that of the 19 women who graduated from the training program, six entered apprenticeships, four were employed in other nontraditional jobs, and three are awaiting apprenticeship openings. Sixteen completed the program with perfect attendance records. Attentive and on-going case management are the hallmarks of this "best practices" training program.

The curriculum includes math, shop classes in electrical and plumbing, physical fitness, safety, and related blueprint reading. There is an additional focus on employability skills such as sexual harassment awareness and prevention, employer expectations and work ethic, as well as problem solving and conflict resolution.

A second major component of the NEW Program is the technical assistance the PCSW provides to employers, unions, program operators, and the Regional Workforce Investment Boards to strengthen partnerships that promote and increase employment and training opportunities for women throughout Connecticut. In addition, we talk to students in high schools, technical schools, community colleges, job training programs, and at job fairs. Employers often call us for referrals when seeking to hire women in the trades and nontraditional occupations, and we work closely with the US Department of Labor, Office of Federal Contract Compliance Program to assist employers who seem to be having difficulty recruiting women for their construction projects.

Jacqueline Slamon participates in the meetings of the Joint Apprenticeship Training Directors Committee of Connecticut and the Connecticut Apprenticeship Council. In addition, the PCSW Special Projects Director Susan H. Hoover sits on the Steering Committee of the Hartford Construction Jobs Initiative to assure that women are recruited for careers in the major construction projects underway in Hartford.

women in the trades and nontraditional occupations conference

The third major component of the NEW Program is the annual Women in the Trades and Nontraditional Occupations Conference held in the spring each year. Approximately 300 persons attended the 12th annual conference held on Saturday, April 21, 2001 at the Radisson Cromwell. In her keynote address Cindy White, professor of Communications at Central Connecticut State University, talked about the differences in communication styles of men and women. She was both entertaining and informative. She expressed her belief that women need to understand the different communication styles in order to be successful in male-dominated occupations.

The Career Fair provided many opportunities – apprenticeship programs, technology, protective services, and government agencies all participated with information tables. This conference attracts persons with various interests in nontraditional occupations: many are seeking employment or training programs, some are employers interested in hiring, some are offering training programs, and some have become entrepreneurs. Women find this conference to be an excellent opportunity for networking, education, and support.

The annual conference is funded by donations from government agencies, businesses, unions and interested persons.



Carolyn Bierce is a third year electrical apprentice with Local #90 in New Haven. Bierce was in the PCSW's first Preapprenticeship training class in 1999. She says, "I don't believe that women would even have half the chance of getting into the trades without the program...you got exposed to what you were going to do in the long term."

One of her biggest challenges on the job: "They [some contractors and co-workers] have a tendency to stereotype you into the women's role." But according to Bierce, it has been well worth the struggle.

public information

Section 46-4a of the Connecticut General Statutes requires the Commission to “inform leaders of business, education, state and local government and the communications media of the nature and scope of sex discrimination with a view toward enlisting their support in working toward improvement.”

At the 7th Annual Making Women Visible press conference, held jointly with the Connecticut Women’s Agenda on January 24, 2001, we released the special edition of *Facts About the Status of Women in Connecticut*. This edition highlighted data and analysis about the wage gap, job segregation for women, the impact of lost earnings on retirement security and the real costs of economic self-sufficiency in Connecticut. It also reported some of the findings about the priorities of women in Connecticut, as determined by our *Women’s Voices 2000* poll.

Our *Facts Book* included the following information:

- If we continue at the current rate of change in the United States, women will not receive equal pay for equal work until the year 2083. Since the signing of the Equal Pay Act in 1963, the wage gap has narrowed by only a third of a penny each year.
- In 1960 the wage gap was 60.7%; in 1970 it fell to 59.4%. In 1980 it was reported at 60.2%, 1990 at 71.7%, and in 1999, 72.2%.
- According to the *Women’s Voices 2000* survey conducted by the Center for Policy Alternatives, Lifetime Television and in partnership with the Permanent Commission on the Status of Women, women in Connecticut want equal pay, affordable health care, retirement security, gun safety and affordable prescription drugs.
- Connecticut women (81%) and men (64%) agree that women get paid less, on average, than men get paid for the same work.
- On average, a white woman with a Bachelor’s degree earns slightly less per year than a white man with only a high school diploma. A Latina woman with a college degree earns \$3,165 less per year than a white man with only a high school diploma.
- Nearly two-thirds of all women workers in Connecticut work in only two occupational categories—“technical/sales and administrative” and “service.”
- Older women are twice as likely as older men to live near or below the poverty level and Social Security income is the only source of income for many older women.
- In order to make ends meet, a family of three (an adult, infant and a school age child) must earn: \$15.83 per hour in Hartford, \$16.07 per hour in Middletown, \$16.36 per hour in the northeast section of Connecticut, \$16.46 per hour in Bristol, \$16.63 per hour in Waterbury, \$16.75 per hour in New Haven, \$16.96 per hour in the southeastern part of Connecticut, \$16.97 per hour in Torrington, \$18.08 per hour in Danbury, \$18.22 per hour in Old Saybrook, \$19.25 per hour in Bridgeport, and \$22.29 per hour in Stamford-Norwalk.

These figures are based on the Self Sufficiency Standard measurement calculated by a study commissioned by the CT Office of Policy and Management.

We continue to enhance the information provided on our website and received over 4,700 “hits” in 2001.

In 2001, PCSW provided Sexual Harassment Prevention Training to nearly 400 state employees. Training was provided at no cost to the employees of Legislative Management, the State Comptroller, the Banking Department, the CT Department of Labor, Department of Revenue Services and the CT State University System Central Office.

The PCSW was further able to reach the public through broadcasts on the Connecticut Television Network (CTN), a public access television network based at the CT State Legislature. CTN covered *CT Women Entrepreneurs' Day* and the activities of *Take Our Daughters to Work Day*. Throughout the year, we answered 1,078 press calls, conducted 64 radio interviews and appeared on 6 cable TV shows. We organized and partnered to present 16 press conferences on current issues affecting the status of women. As always, the PCSW is proud to share our expertise on issues such as the workplace, the economic status of women, welfare, domestic violence, voting, women's health, incarcerated women and other legislative issues that affect women.

Annual Legislative Summary

Annual Report

PCSW Brochures:

Who We Are and What We Do (in English and Spanish)

PCSW Talent Bank

PCSW Internship Program

Women's Economic Development Initiative

Directory of Women's Organizations in Connecticut

Facts About the Status of Women in Connecticut 1996

FACTS UPDATE 1997, 1998, 1999, 2000 and 2001 editions

Sexual Harassment Prevention Training Consultants

Fact Sheets on the Status of Women

Nontraditional Jobs for Women: A Resource Guide for Connecticut Women, Career

Counselors, and Employers, 7th Edition

Nontraditional Occupations Information Packet

Starting and Growing A Small Business: Choices for Success, resource guide and video

How To Get Appointed to State Boards and Commissions

Women's Health Quiz

publications



speakers bureau

Through our Speakers Bureau, commissioners and staff spoke at 55 events on numerous topics related to the status of women in Connecticut for the following organizations and media:
 West Hartford, WVIT/TV Channel 30 – Hartford, University of Hartford – Milford, WBZN Radio – Windsor, Windsor Community TV Show – Greenwich, Junior League of Greenwich - Old Saybrook, WLIS Radio - Storrs, UCONN Political Science Class – Storrs, UCONN School of Law – New York City, Family Planning Associates – West Hartford, WVIT - Groton, UCONN Issues Class – Hartford, Day, Berry & Howard - New Britain, Dept. of Social Services – Hartford, Hartford Cable TV – Windsor, US Postal Office – Hartford, Hartford Public Library - Southern CT State University, Schools of Counseling and Community Counseling – Stamford, Dept. of Social Services – Storrs, UCONN Gender Conference - Glastonbury, Soroptimist of Greater Hartford – Hartford, Connecticut Association of Women Police – New Haven, United Way Union Counseling Class - Connecticut Bar Association – State Capitol, 4-H Citizenship Day – State Capitol, National Association of Social Workers – Hartford, Junior League of Hartford – Niantic, York CISTEP Program – Bristol, Bristol Community Organization Life Skills – Hartford, Delta Sigma Theta Sorority, Inc. – Wethersfield, Department of Labor – Hartford, Hartford College for Women – Woodbridge, NCJW of Greater New Haven – State Capitol, Coalition to Fight

Poverty & Build Economic Security – Middletown, Wesleyan University – Cheshire, Cheshire League of Women Voters – Seymour, Sen. Joseph Crisco's cable TV show – Hartford, Family Support America – Hartford, Hartford Area Child Care Collaborative - Washington, DC, National Council of Women's Organizations Self-Sufficiency Standard Summit - Hartford, Connecticut Association of Affirmative Action Professionals – Hartford, Construction Jobs Initiative – Meriden, Women's Ministry Conference – Groton, Kiwanis Club of Groton & New London – New Haven, The Women's Campaign School at Yale - In-The-Making – Hartford, United Nations Day Celebration – Farmington, UAW Citizen's for Economic Opportunity – Storrs, World Affairs Council at UCONN Health Center – Storrs, UCONN - Central CT State University – Norwich, Three Rivers Community College – Hartford, Oxygen Media - East Hartford, CCADV – Tennessee, Children's Defense Fund - Washington, D.C., Center for Policy Alternatives – Niantic, York Correctional Institution School

requests for information and referral

PCSW received over 500 requests by phone for information and referrals in 2001. While most of these phone requests were from individuals, we also received requests for information from legislators, employers, attorneys, state agencies, organizations and the media. These requests include questions about such diverse issues as pregnancy and family leave, nontraditional occupations, employment and credit, gender discrimination and sexual harassment, cessation/interruption of insurance coverage due to job lay off and/or termination situations, starting a business, getting appointed to boards and commissions and general questions about the PCSW and our publications.

Because of our legislative advocacy, we received numerous information and referral calls on the topic of breastfeeding in public. One such call came from **Dr. Roseanne Demanski** after she faced discrimination at her son's school for breastfeeding another child of hers. As with many of our callers, we were the first link to providing her with information about state law and her rights. With the help of the Connecticut Civil Liberties Union, she was able to reach a settlement with the school district that protected her rights. Dr. Demanski practices naturopathic medicine in West Hartford, with an emphasis on women and children's health care.



The PCSW mails educational booklets, fact sheets and other materials to callers requesting information and we distribute them at conferences, workshops and other events. In 2001, we distributed approximately 4,000 copies of educational literature in response to telephone inquiries. Additionally, we distributed over 10,800 pieces of educational literature at workshops and speaking engagements throughout the state.

Annual Report	2,100
PCSW Brochures & General Information	5,500
2001 Facts About the Status of Women Update	500
Facts About the Status of Women (previous editions)	300
Directory of Women's Organizations in CT	900
Pregnancy, Family & Medical Leave Act Booklet (CWEALF*)	500
Legislative Information	600
Miscellaneous Sexual Harassment Materials	275
Sexual Harassment Booklet (CWEALF*)	475
Resource Guide	900
Women Owned Business Information	1,000
Self-Sufficiency Standard**	500
Talent Bank Information	500
Miscellaneous Materials	750

* These two publications are published by the CT Women's Education and Legal Fund.

**The Self-Sufficiency Standard in Connecticut, Diana Pearce, Ph.D., 1999.

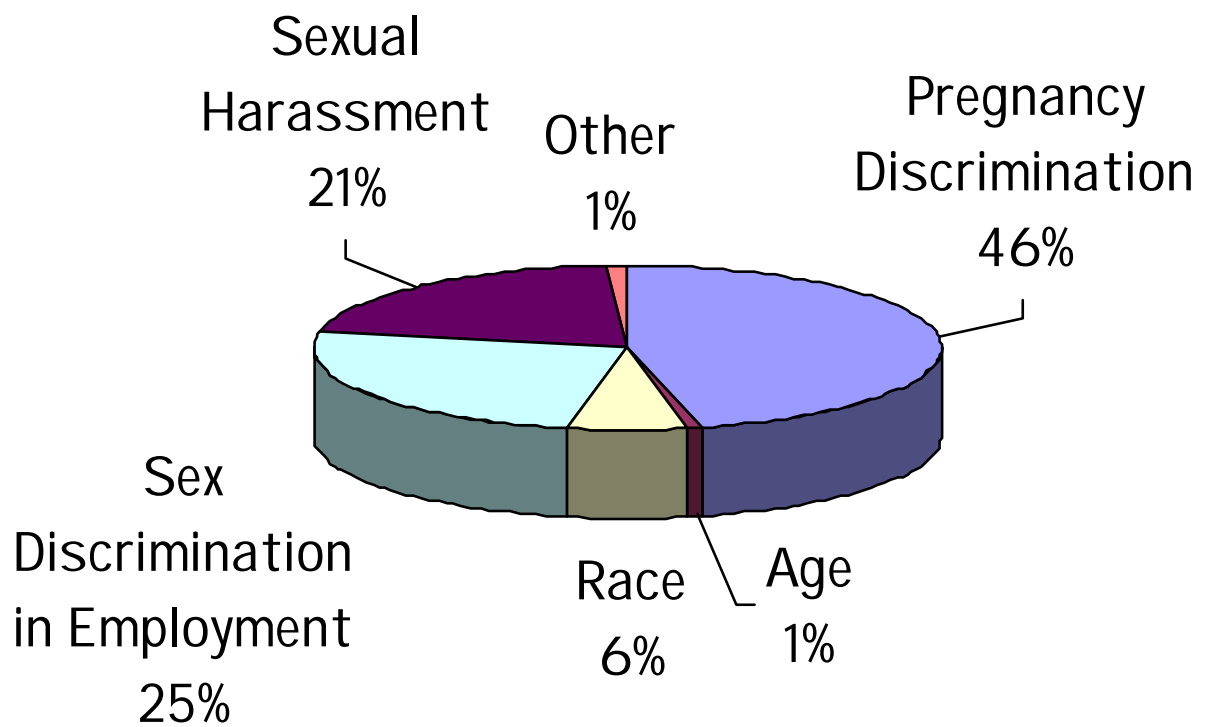
materials distributed

The PCSW is required to receive complaints of sex discrimination and to assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO).

In 2001 we received 71 requests for formal complaint assistance. Of those requests, 19 resulted in the filing of formal complaints with the CHRO.

Most of the inquiries about formal complaints concerned sex discrimination in employment and pregnancy discrimination. The breakdown is illustrated in the chart below:

requests for formal complaint assistance



July 1, 2000 to June 30, 2001

Agency Budget:	FY 2001
	Adjusted Budget
Personal Services	410,020
Other Expenses	101,460
Equipment	2,500

budget

Other Income:	
CT Department of Labor Grant to fund the NEW Program	111,400
Donations to support Conferences and Events:	
Women in Trades Conference	24,185
CT Women Entrepreneurs' Day	3,700
Advisory Council Meetings	3,385
Total Other Income:	\$142,670

supporters

We are grateful to these state agencies, corporations and individuals whose donations made it possible to conduct PCSW projects and programs.

AGC, Inc., Carpenters Local 24 JATC, Carpenters Local 210 JATC, Central Connecticut State University, Connecticut Capitol Police, Connecticut Department of Administrative Services, Connecticut Department of Correction, Connecticut Department of Environmental Protection, Connecticut Department of Labor, Connecticut Department of Public Works, Connecticut Department of Transportation, Connecticut Historical Society, Connecticut Procurement Technical Assistance, Connecticut Small Business Development Center, Connecticut Valley Girl Scout Council, Career Counseling Center at Hartford College for Women, E.C. Goodwin Technical School, Fleet Bank, Franklin Impressions, Greenwich YWCA, Hilb, Rogal & Hamilton, Jo Ann Trucking, Joint Apprenticeship and Training Directors Committee of Connecticut, Konover & Associates, Inc., Merrill Lynch, Middletown City Hall, National Association of Women in Construction (Norwich-New London Chapter 291), New England Laborers Training Academy, International Brotherhood of Electrical Workers-Local 90 JATC New Haven, Northeast Utilities, O&G Industries, Operating Engineers Local 478 JATC, Plumbers & Pipefitters Local 777 JATC, Pratt & Whitney, International Union of Roofers Local 9 JATC, PepperCo Music Company, Sheetmetal Workers Union Local 40 JATC, SNET/SBC Communications, Sovereign Bank, Star Construction Corporation, Suntech of Connecticut, Teikyo Post University, Three Rivers Community College, Tilcon Connecticut, United Illuminating, United Technologies Corporation, U.S. Department of Labor – Women's Bureau, U.S. Small Business Administration, Westover School, *Woman* Magazine, Yale Medical School, UBS Paine Webber / American Scandia, UCONN Cooperative Extension Service – Torrington

The PCSW is proud to be a strong voice in state government for the issues that affect the status of women. The Congressional District Advisory council participants help the PCSW become more aware of the issues that affect the status of women in different parts of the state and create a forum to share information more effectively. We salute the efforts of our CDAC members.

Congressional District Advisory Council 1 - Chair – PCSW Commissioner Susan O. Storey, Co-Chair – Ivette Rivera-Dreyer - Participants - Ana Sanchez-Adorno, Leslie M. Aversa, Deanna M. Bergeron, Teresa E. Boyd, Gloria M. Ramos Bracero, Judith Bridges, Gail C. Champlin, Susan Coleman, Ms. Cordula, Liz Dupont-Diehl, Kathleen Dzenyuy, Maggie Ford, Christine Fortunato, Theresa Freeman, Sandra A. Hackett, Sandra Hassan, Kathleen Holgerson, William A. Howe, Anne Young-Jaffe, Linda A. Jorgensen, Margo S. Kilbon, Kathleen King, Lenell Kittlitz, Betty Kuehnell, Susan Lennon, Ann Leventhal, Barbara Lynch, Claire Markham, Renee D. Coleman-Mitchell, Celeste Bergman-Moore, Robin Newman, Patricia G. Nickols, Suzanne Stier, Winston Thompson, and Barbara Williams

Congressional District Advisory Council 2 - Chair – Former PCSW Commissioner Maureen E. Satti and Commissioner Patricia T. Hendel, Co-Chair – Brenda Williams - Participants – Constance Bennett, Susan Porter Benson, Arlene Berger, Elaine Bono, Stephanie Collier, Kathie DeVeau, Carmen Diaz, Janine Dunn, Karin Edwards, Jane Fawcett, Josephine Gaudet, Joan Evans Hunter, Rose Jones, Mary Ellen Jukoski, Patrice Kunesch, Shirley Langford, Mary Loose, Rosemary Marcellino, Sarah McGirr, Justine Perry Miller, Christine Murtha, Gail Rooke-Norman, Anne O'Reilly, Bettye Jo Pakulis, Sharon Palmer, Lori Pelletier, Eleanor Piel, Barbara Plum, Phyllis Porter, Gabriella Schlesinger, Margaret Stroup, Susan White, Steven Wisensale, and Catherine Young

Congressional District Advisory Council 3 - Chair – PCSW Commissioner Marcia Cavanaugh, Co-Chair – Glenda Boyd - Participants – Susan Addiss, Rosalyn Amenta, Robin Tousey Ayers, Hillary Bargar, Virginia Baron, Jacqueline Blake, Michael Boyle, Bernice Bowman, Norman Brody, Rosemarie A. Burton, Marijane Carey, Karen Charest, Stephanie Collier, Danielle Currier, Deborah Ferrigno, Jessie Gilbert, Marcia Smith Glasper, Ann Hendricks, Erica Hendricks, Miriam Jennings, Priscilla Kissick, Miriam Klein, Simone Mason, Cathy Monckton, Pat Naylor, Beverly Newell, Beatrice Okwu, Sheilah Rostow, Faye Sheppard, Deborah Smart, Emily Sosnow, Merle Waxman, Susan E. Weisselberg, and Charlotte White

Congressional District Advisory Council 4 - Chair – PCSW Commissioner Jann-Marie Halvorsen, Co-Chair – Brenda Culpepper, Participants – Laurel Anderson, Beverly Aveni, Liv Brakewood, Carolyn Brangman, Terri Brisendine, Lillie Crosby, Lee Reynolds Crouch, George Dean, Elaine DelVecchio, Jeanne DiMuzio, Lori Duke, Cheryl Eckhardt, Lucy Lee Evans, Carla Buonerba-Gisolfi, Ann Karrick Glaser, Patricia Hendrickson, Sharon Howell, Kiki Karpen, Pam Koprowski, Lynne Laukhuf, Ann Lynn, Jacqueline Lubell, Kay Maxwell, Maureen McBride, Devon McCarthy, Caitlin McConoughey, Wanda McKenzie, Donna Nickitas, Francine Pastore, Mary Raddock, JoAnne Ritter, Pat Russo, Irene Senter, Allyson Stollenwerck, Susan Toliver, Cordelia Ursone, and Gwen Vendley

Congressional District Advisory Council 5 - Chair – PCSW Commissioner Barbara DeBaptiste, Co-Chair – Sharon Hamilton - Members – Kay Bergin, Barbara Combs, Pearl Dent, Linda Dowling-Edmonds, Lydia Straus-Edwards, Carol Flynn, Sheila Grossman, Patti Cohen-Hecht, C. Elaine Hendrickson, Daphne Clarke-Hudson, Ellyn Mae Ingalls, Mary Jane Janick, Lynn Johnson, Joyce Kathan, Debra Killian, Kathleen Krevetski, Betty Kuck, Rudy Mazurosky, Maureen Mezerewsky, Arlene Mittenenthal, Shirley Nwachukwu, Suzanne St. Onge, Ilene Oppenheim, Christine Polio, Aline Rossiter, Rona Rothhouse, Susan Sponheimer, Carrie Gallagher Sussman, Joyce Ann Turcotte, Constance Wilds, Brenda Williams, and Gail Hill Williams

Congressional District Advisory Council 6 - Chair – PCSW Commissioner Rosaida Morales-Rosario, Co-Chair – Beverly Ann Ceuch - Members – Argelia Aguayo, Ruthe W. Boyea, Sharon Braverman, Lauren Cragg, Annette T. FitzGerald, Nancy Gentry, Patricia Goulet, Barbara Kay, Charlene LaVoie, Huguet Pameijer, Helen Z. Pearl, Tina Prioli, Karen Sands, Barbara Spiegel, and Lisl Standen

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